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ABSTRACT

A study examined the future need for certified animal health technicians (CAHT) in Nevada and the skills/knowledge that future CAHTs will need. Questionnaires were mailed to all of Nevada's 306 licensed veterinarians; 100 (32.68%) responded. The estimated numbers of CAHTs needed by the state's veterinarians in 1, 3, and 5 years were 62, 142, and 159, respectively. The following skills/knowledge were deemed most important for future CAHTs: understanding principles of animal sanitation; working knowledge of clinical sanitation, disease transmittal, sterile environments/sterilization, operating room assistance, and public contact in clinical and nonclinical settings; ability to understand/execute technical instructions and question misunderstandings; at least a 12th-grade reading comprehension level; and personal grooming and public image. Among the study recommendations were the following: two CAHT programs should be established (one each in northern and southern Nevada) within the tech prep model; the Nevada State Board of Veterinary Medical Examiners and State Board for Occupational Education should establish a partnership to develop the CAHT programs; a wage guideline covering CAHTs in clinical and nonclinical settings should be developed; and advisory committees should be formed to assist in establishing, implementing, and evaluating the CAHT programs. (Appended are the questionnaire and cover letters.) (MN)

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ED 375 290

An Analysis of The Future Need for Certified Animal Health Technicians and Instructional Program Content

April 1993

NEVADA COUNCIL ON OCCUPATIONAL EDUCATION
LEARNING EMPLOYMENT SKILLS TODAY FOR THE WORK OF TOMORROW
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CE 067 447

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AN ANALYSIS OF THE FUTURE NEED FOR CERTIFIED ANIMAL HEALTH TECHNICIANS AND INSTRUCTIONAL PROGRAM CONTENT

APRIL 1993

AN ANALYSIS OF THE FUTURE NEED FOR CERTIFIED ANIMAL HEALTH TECHNICIANS AND INSTRUCTIONAL PROGRAM CONTENT

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AN ANALYSIS OF THE FUTURE NEED FOR CERTIFIED ANIMAL HEALTH TECHNICIANS AND INSTRUCTIONAL PROGRAM CONTENT

INTRODUCTION

March 1991, the Nevada Council on Occupational Education conducted extensive discussion on the topic of identification for potential programs which would best be designed around a Tech-Prep model. The Council is charged by the Carl D. Perkins Vocational and Applied Technology Education Act with proposing methods by which the private sector may improve the programs offered through occupational education.

Prior to the discussions on Tech-Prep and private sector involvement, the Council had been contacted by Dr. Robert Gorrindo, a member of the Veterinary Board of Examiners, regarding the future of possible programs to prepare Animal Health Technicians. After several months of discussion between Council staff and Dr. Gorrindo, it was agreed that through Dr. Gorrindo, the Council and the State of Nevada Board of Veterinary Medical Examiners would enter into a joint venture to analyze the need for Animal Health Technicians.

THE GOALS FOR THE COUNCIL WERE AS FOLLOWS:

1. TO MODEL A PROCESS FOR THE ESTABLISHMENT OF JOINT VENTURES BETWEEN PROFESSIONAL ORGANIZATIONS AND THE EDUCATIONAL COMMUNITY;

2. TO MODEL A PROCESS FOR THE DEVELOPMENT OF PROGRAMS DESIGNED AROUND THE IDENTIFIED NEEDS OF THE PRIVATE SECTOR;

3. TO DEVELOP A MODEL INSTRUMENT FOR REPLICATION WITH OTHER PROFESSIONAL ORGANIZATIONS; and

4. TO IDENTIFY A POTENTIAL AREA OF STUDY WHICH COULD BE IMPLEMENTED UNDER THE GUIDELINES OF THE TECH-PREP SECTION OF THE CURRENT VOCATIONAL EDUCATION LEGISLATION.

THE GOALS FOR THE VETERINARY BOARD WERE AS FOLLOWS:

1. TO IDENTIFY THE CURRENT UTILIZATION LEVEL OF ANIMAL HEALTH TECHNICIANS IN NEVADA;

2. TO IDENTIFY THE FUTURE NEEDS OF THE VETERINARY COMMUNITY FOR PROFESSIONALLY PREPARED ANIMAL HEALTH SUPPORT STAFF;

3. TO IDENTIFY THE SKILLS AND COMPETENCIES NEEDED TO EFFECTIVELY AND ECONOMICALLY FUNCTION AS AN ANIMAL HEALTH TECHNICIAN;

4. TO IDENTIFY THE INSTRUCTIONAL STRUCTURE NECESSARY TO MAXIMIZE THE STUDENTS EDUCATIONAL PREPARATION;

5. TO IDENTIFY THOSE VETERINARIANS WHO WERE WILLING TO PARTICIPATE IN A TRAINING EFFORT; and

6. TO DETERMINE IF THE ANIMAL HEALTH COMMUNITY WAS WILLING TO PAY A PROGRAM COMPLETER AT A LEVEL REFLECTIVE OF THE EDUCATION THEY WOULD HAVE COMPLETED.

DEVELOPMENT OF THE SURVEY INSTRUMENT

Working jointly, Council staff and Dr. Gorrindo, identified the key issues to be addressed in the survey instrument. The initial draft of the survey instrument was reviewed by David Hoggard Jr., Director of Occupational Education Southern Nevada Community College, Bill Trabert, State Director of Adult and Occupational Education, and his staff. After modifications were made to the survey, the instrument was submitted to representatives of the State Board of Examiners for verification and modification. (see appendix A)

After having developed the survey, a cover letter was drafted from the Board of Examiners to each licensed veterinarian in the State. (see appendix B) The distribution and follow-up of the survey instrument was handled solely by the members and staff of the Board of Examiners.

RESPONSE TO THE SURVEY

On August 2, 1992, Reenie E. Whitney of the Board of Examiners office submitted a preliminary report to Dr. Gorrindo on the progress being made. (see appendix C). At the time of the preliminary report, 84 of 306 licensed veterinarians had responded to the survey.

On October 12, 1992, the number of responses reached a total of 100, which represented a 32.68% return rate. THE STATE OF NEVADA BOARD OF VETERINARY MEDICAL EXAMINERS MUST BE COMMENDED FOR THEIR COMMITMENT TO GATHERING THE DATA NECESSARY TO DEMONSTRATE RELIABILITY.

SURVEY RESPONSE SUMMARY BY QUESTION

Page 1
Question 1

How many Animal Health Technicians do you currently employ?

Response	Number of times response was given
0	50
1	19
2	18
3	5
3.5	1
4	3
4.5	1
N/A	3

Total number of AHTs currently employed = 82

Page 1
Question 2(a)

Given your current rate of client growth, how many AHTs will you need in 1 year?

Response	Number of times response was given
0	13
1	38
2	22
3	11
4	6
5	1
N/A	2
No Response	7

Total 1993 need for AHTs	144
Less current AHTs	- 82
Total one year demand increase	62

Page 1
Question 2(b)

Given your current rate of client growth, how many AHTs will you need in 3 years?

Response	Number of times response was given
0	6
1	25
2	24
3	11
4	11
5	2
6	11
N/A	2
No Response	17

Total need for AHTs by 1995	224
Total number of AHTs currently	- 82
Total three year demand increase	142

Page 1
Question 2(c)

Given your current rate of client growth, how many AHTs will you need in 5 years?

Response	Number of times response was given
0	5
1	11
2	24
3	23
4	14
5	4
6	2
7	1
8	1
N/A	2
No Response	23

Total need for AHTs by 1997	241
Total number of AHTs currently	- 82
Total five year demand increase	159

Skills and Knowledge for Consideration

Interpretively, any mean score greater than 2.0 can be considered to be very important in the preparation of an Animal Health Technician. Any mean score between 2.0 and 2.5 is important for training, and any score greater than 2.5 but less than 3.0 would be nice to include, but is not necessary for the success of the program.

Skills with mean response scores between 1.0 and 1.5

Understanding of the principles of animal sanitation.

Working knowledge of clinical sanitation.

Working knowledge of disease transmittal.

Working knowledge of a sterile environment and sterilization.

Ability to listen to technical instructions, question misunderstanding, and execute instructions.

Working knowledge of operating room assistance.

Reading and comprehension level of at least the 12th grade.

Personal grooming and public image.

A working knowledge of public contact in a clinical and nonclinical setting.

Skills with mean response scores from 1.5 to 2.0

Working knowledge of clinical equipment maintenance.

Working knowledge of clinical supplies control and record keeping.

Understanding of commonly recurring husbandry practices for pets.

Functional use of commonly used terms in veterinary medicine.

Understanding of common office procedures.

Working knowledge of animal health record keeping principles and practices.

Understanding of contaminated waste materials disposal.

Working knowledge of animal confinement principles.

Working knowledge of operating room procedures.

A working reference for becoming a member of a workteam.

Understanding state and federal laws relating to the responsibilities of an AHT.

Data input and retrieval skills level on commonly used computer equipment.

Working knowledge of specimen preservation.

Working knowledge of specimen labeling and records.

Understanding of basic chemistry as related to the animal industry.

Understanding the basics of animal nutrition.

Skills with mean response scores from 2.0 to 2.5

Working knowledge of the metric system of weights and measures.

Mathematic skills to the level of fraction conversion to decimals and decimal multiplication and division.

Care and maintenance of x-ray equipment and room.

Skills with mean response scores from 2.6 to 3.0

Understanding of commonly recurring husbandry practices for non-pets (i.e. horses, sheep, swine, cattle) populations.

Working knowledge of laboratory animal maintenance and care.

Page 3

Should the training of AHTs include both classroom and internship (clinical/field) experiences?

Response	Number of times response was given
Yes	98
No	2

Page 3

If you believe that AHT Training should include internship: what should be the ratio of classroom to internship?

Response	Number of times response was given
15% to 80%	1
25% to 75%	2
30% to 70%	1
35% to 65%	2
40% to 60%	2
50% to 50%	25
60% to 40%	6
65% to 35%	2
66.66% to 33.33%	1
67% to 33%	2
70% to 30%	5
75% to 25%	30
80% to 20%	11
85% to 15%	1
90% to 10%	5
95% to 5%	1
100% to 0%	1
No Response	2

MOST COMMONLY OCCURRING RESPONSES:

75% CLASSROOM/25% INTERNSHIP
50% CLASSROOM/50% INTERNSHIP

MEDIAN RESPONSE:

67% CLASSROOM/33% INTERNSHIP

RELATIVE CALCULATED MEAN RESPONSE:

71% CLASSROOM/29% INTERNSHIP

* SPECIAL NOTATION:
72.49% of all responses fell between 75%/25% and 50%/50%

Page 3

How many hours should be included in an AHT training program?

* SPECIAL NOTATION:
This question was inappropriately composed to yield a uniform answer or result in information which could be interpreted with any assurance of accuracy.

There were some responses which were made that are noteworthy. The responses which were interpretable are as follows:

* 13 individuals responded that the program should be a two-year program at a Community College.
* 2 respondents said this should be a 1- or 2-year program.
* 4 persons responded that the program should be 60 to 80 semester credits.
* 1 individual responded standard as to other learning institutions.
* 1 person responded 2.5 years, while a second said 30 months.
* 32 individuals responded to the hours question with responses ranging from 18 to 320.
* 9 individuals responded in a range from 500 to 2000 hours.

Page 3

Which is more important in the training process (mark one)?

Response	Number of times response was given
Internship	42
Classroom	43
Equal	11
No Response	4

Page 3

If an AHT training program were established within a reasonable distance of your practice:

a. Would you agree to serve as an internship provider?

Yes	81
No	7
N/A	5
No Response	7

b. Would you enter into a training agreement with the association and community college which described the experiences you would provide to the student?

Yes	78
No	8
N/A	14

c. Would you agree to pay the student in training a minimum wage during the practical experience?

Yes	54
No	33
N/A	13

d. Would you be willing to serve on an advisory board which would oversee the implementation and operations of an AHT program?

Yes	22
No	67
No Response	11

Page 4

Given that the Association helps establish an AHT Program; what would you be willing to pay a graduate (respond in one timeframe)?

Response	Number of times response was given
$5.00-$7.50 per hour	23
$7.50-$9.00 per hour	32
$9.00-$12.50 per hour	17
Unusable Response	3
No Response	24

(Please Note: One response was subminimum wage for Nevada---all wage statements were converted to hourly pay based upon a 40 hour workweek.)

Page 4

Would you be willing to enroll individuals in your current employ to either support their training or upgrade their existing skills ?

Yes	56
No	24
N/A	6
No Response	14

SURVEY FINDINGS

5-Year Demand - Currently 100 veterinarians in Nevada employ 82 Animal Health Technicians (AHTs). Current population growth and practice growth for veterinarians indicate that there will be a growing demand for Animal Health Technicians (AHTs). With approximately one-third of the licensed vets in Nevada responding, it was projected that in one year an additional 62 AHTs will be needed, and in five years an additional 159 will be needed.

THE COUNCIL DID NOT EXTEND BEYOND THE DIRECT RESPONSES TO PROJECT A TOTAL DEMAND FOR THE ENTIRE VETERINARIAN POPULATION. There are a variety of reasons that two-thirds may not have responded:

1. *do not currently make use of AHTs in the practice;*
2. *the practice is mobile and has no hospital base;*
3. *the veterinarian's practice has been limited with no expansion projected; and*

all of the reasons professionals do not respond to surveys.

Follow-up with the Department of Labor, Bureau of Labor Statistics, yielded vital information on the replacement needs for paraprofessionals in private-professional practice. The national average of replacement needs for paraprofessionals is 17.3% across the nation. PROJECTING A TOTAL DEMAND OF 241 AHTs BY THE YEAR 1997, THE STAFF REPLACEMENT DEMAND WILL BE 42 INDIVIDUALS PER YEAR.

BASED UPON A VERY CONSERVATIVE PROJECTION BY ONE-THIRD OF THE VETERINARIANS IN NEVADA, THE THREE-YEAR DEMAND WILL BE 267 (new demand 201). BASED UPON THIS VERY CONSERVATIVE DEMAND PROJECTION, THE INITIATION OF ANIMAL HEALTH TECHNICIAN PROGRAMS ARE WARRANTED.

Skills And Knowledge Needed For Programs - Reported within the context of the survey summary are competency statements considered critical to the training of an Animal Health Technician. In addition to the basic program content rank ordered, THE SURVEY RESPONDENTS RECOMMENDED INCLUDING THE STUDY OF ETHICS AND PROFESSIONALISM.

Program Organization - When asked if the training of AHTs should include both classroom and internship, NINETY-EIGHT (98) OF ONE HUNDRED (100) VETERINARIANS FELT AHT TRAINING SHOULD INCLUDE BOTH CLASSROOM INSTRUCTION AND INTERNSHIP. THE STATISTICAL ANALYSIS OF RESPONSES TO THE RATIO OF CLASSROOM TO INTERNSHIP IS REPORTED BELOW.

MOST COMMONLY OCCURRING RESPONSES:

75% CLASSROOM/25% INTERNSHIP
50% CLASSROOM/50% INTERNSHIP

MEDIAN RESPONSE:

67% CLASSROOM/33% INTERNSHIP

RELATIVE CALCULATED MEAN RESPONSE:

71% CLASSROOM/29% INTERNSHIP

Program Participation - When asked to participate in program operations and organization, the veterinarians responded as follows:

1. 87 WOULD PROVIDE INTERNSHIP SITES;
2. 78 WOULD ENTER INTO A TRAINING AGREEMENT WITH THE ASSOCIATION AND A COMMUNITY COLLEGE TO PROVIDE INTERNSHIPS;
3. 54 WOULD PAY A MINIMUM WAGE TO STUDENTS WHILE COMPLETING INTERNSHIP;
4. 22 WOULD SERVE ON AN ADVISORY BOARD TO OVERSEE IMPLEMENTATION AND OPERATIONS; and
5. 56 WOULD BE WILLING TO ENROLL THEIR CURRENT EMPLOYEES IN A PROGRAM.

Pay Range For Graduates - WHEN ASKED WHAT THEY WOULD BE WILLING TO PAY GRADUATES, THE VETERINARIANS RESPONDED AS FOLLOWS:

$5.00-$7.50 per hour	*23*
$7.50-$9.00 per hour	*32*
$9.00-$12.50 per hour	*17*
Unusable Response	*3*
No Response	*24*

The wage responses are very typical of those received when discussing any "assistant" employee wage. Those responding at the higher levels reported making greater use of AHTs at this time. Like most programs, initial graduates would move towards those employers who pay the most. THOSE VETERINARIANS WHO WOULD VALUE AHTs ON A PAR WITH FAST FOOD SERVICE EMPLOYEES, WILL NOT BE ABLE TO MAINTAIN TRAINED STAFF. MORE THAN ONE-HALF OF THE RESPONDENTS IDENTIFIED ENTRY WAGE GREATER THAN $6.85 PER HOUR.

RECOMMENDATIONS

Recommendations To: THE STATE BOARD FOR OCCUPATIONAL EDUCATION AND UNIVERSITY BOARD OF REGENTS

THE STATE COUNCIL ON OCCUPATIONAL EDUCATION RECOMMENDS:

1. AN EDUCATIONAL PARTNERSHIP, BE DEVELOPED BETWEEN THE UNIVERSITY BOARD OF REGENTS, STATE BOARD FOR OCCUPATIONAL EDUCATION, AND THE STATE BOARD OF VETERINARY MEDICAL EXAMINSERS WITH THE EXPRESS PURPOSE OF ESTABLISHING TWO CERTIFIED ANIMAL HEALTH TECHNICIAN PROGRAMS (ONE IN NORTHERN NEVADA AND ONE IN SOUTHERN NEVADA) WITHIN THE TECH-PREP MODEL;

2. TO THE STATE BOARD FOR OCCUPATIONAL EDUCATION AND THE UNIVERSITY BOARD OF REGENTS ADOPTION OF A MODEL ASSESSMENT PROCESS FOR THE ESTABLISHMENT OF A TECH-PREP PROGRAM, AND THAT FUNDS BE SET ASIDE FROM ANY INCREASE IN FEDERAL ALLOTMENTS FOR TECH-PREP PROGRAMS TO ASSURE THAT AN ASSESSMENT IS COMPLETED PRIOR TO IMPLEMENTATION OF NEW TECH-PREP PROGRAMS.

Recommendations To: THE NEVADA STATE BOARD OF VETERINARY MEDICAL EXAMINERS

THE STATE COUNCIL ON OCCUPATIONAL EDUCATION RECOMMENDS:

1. THE ESTABLISHMENT OF AN EDUCATIONAL PARTNERSHIP WITH THE STATE BOARD FOR OCCUPATIONAL EDUCATION AND THE UNIVERSITY BOARD OF REGENTS WITH THE

EXPRESS PURPOSE OF ESTABLISHING TWO CERTIFIED ANIMAL HEALTH TECHNICIAN PROGRAMS (ONE IN NORTHERN NEVADA AND ONE IN SOUTHERN NEVADA);

2. THAT A WAGE GUIDELINE FOR USE BY VETERINARIANS IN NEVADA BE DEVELOPED WHICH COVERS WAGES FOR ANIMAL HEALTH TECHNICIANS IN CLINICAL AND NON-CLINICAL SETTINGS; AND

3. SUPPORT THE EDUCATIONAL INSTITUTIONS IN THEIR APPOINTMENTS OF AN ADVISORY COMMITTEE COMPOSED OF VETERINARIANS, CERTIFIED HEALTH TECHNNICIANS, AND REPRESENTATIVES FROM THE EDUCATION COMMUNITY AVAILABLE TO ASSIST IN THE ESTABLISHMENT, OPERATIONS, AND EVALUATION OF ANIMAL HEALTH TECHNICIAN PROGRAMS.

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Questionnaire on Animal Health Technicians Need Assessment..... Appendix B

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APPENDIX A

STATE OF NEVADA
BOARD OF VETERINARY MEDICAL EXAMINERS

1005 Terminal Way • Suite 246 • Reno, Nevada 89502

(702) 322-9422

Dear _____

The _____ is joining with the Nevada Council on Occupational Education to assess the need for Animal Health Technicians in Nevada. Ultimately our goal would be to develop a joint venture with the Community College system in meeting the need for Animal Health Technicians.

Each day our state population increases. Today, Nevada is the fastest growing state in the West. With each family comes the diversity of pets that we are now seeing in our practices. With an ever increasing population of pets there will inevitably be the problems of communicable disease resulting from density.

In many parts of the state, the movement of the equine industry from California to Nevada is strongly impacting our operations. The changing nature of the veterinarian industry in Nevada has prompted our efforts to assess the need for animal health technicians.

Please complete the attached questionnaire responding as directed. When we have completed this survey, we will report our findings back to you.

Most sincerely,

APPENDIX B

QUESTIONNAIRE ON ANIMAL HEALTH TECHNICIANS

NEED ASSESSMENT

Directions: Please respond to the following questions by identifying the number of trained individuals that fit each question.

1. How many Animal Health Technicians (AHT) do you currently employ? ____

2. Given your current rate of client growth, how many AHTs will you need in

   1 year ____
   3 years ____
   5 years ____

Directions: Listed below are a series of skills and knowledge for your consideration. If you consider the skill very important, Circle 1; if you consider the skill important, Circle 2; if you consider the skill to be nice to have but not essential, Circle 3; if you consider the skill unimportant, Circle 4. The list of skills and knowledge provided is not intended to be comprehensive. Please list additional skills that are important or very important on the back of the questionnaire.

1 2 3 4 Understanding of the principles of animal sanitation.

1 2 3 4 Working knowledge of clinical sanitation.

1 2 3 4 Working knowledge of disease transmittal.

1 2 3 4 Working knowledge of clinical equipment maintenance.

1 2 3 4 Working knowledge of clinical supplies control and record keeping.

1 2 3 4 Understanding of commonly recurring husbandry practices for pets.

1 2 3 4 Understanding of commonly recurring husbandry practices for non-pets (i.e. horses, sheep, swine, cattle) populations.

1 2 3 4 Working knowledge of a sterile environment and sterilization.

1 2 3 4 Working knowledge of the metric system of weights and measures.

1 2 3 4 Mathematic skills to the level of fraction conversion to decimals and decimal multiplication and division.

1 2 3 4 Ability to listen to technical instructions, question misunderstanding and execute instructions.

1 2 3 4 Functional use of commonly used terms in veterinary medicine.

1 2 3 4 Understanding of common office procedures.

1 2 3 4 Working knowledge of animal health record keeping principles and practices.

1 2 3 4 Understanding of contaminated waste materials disposal.

1 2 3 4 Working knowledge of animal confinement principles.

1 2 3 4 Working knowledge of operating room procedures.

1 2 3 4 Working knowledge of operating room assistance.

1 2 3 4 Reading and comprehension level of at least the 12th grade.

1 2 3 4 Personal grooming and public image.

1 2 3 4 A working knowledge of public contact in a clinical and nonclinical setting.

1 2 3 4 A working reference for becoming a member of a work team.

1 2 3 4 Understanding state and federal laws relating to the responsibilities of an AHT.

1 2 3 4 Data input and retrieval skills level on commonly used computer equipment.

1 2 3 4 Care and maintenance of x-ray equipment and room.

1 2 3 4 Working knowledge of specimen preservation.

1 2 3 4 Working knowledge of specimen labeling and records.

1 2 3 4 Understanding of basic chemistry as related to the animal industry.

1 2 3 4 Working knowledge of laboratory animal maintenance and care.

1 2 3 4 Understanding the basics of animal nutrition.

*Notation: Please list any skills or knowledge you feel are important or very important for an Animal Health Technician to know which have not been included.

Directions: Please respond to the following questions as appropriate to the topic.

1. Should the training of AHTs include both classroom and internship (clinical/field) experiences. Yes_____ No_____

2. If you believe that AHT training should include internships, what should be the ratio of classroom to internship?
_____% Classroom _____% Internship

3. How many hours should be included in an AHT training program? _____hours

4. Which is more important in the training process (mark one)?
_____ Internship _____Classroom instruction

5. If an AHT training program were established within a reasonable distance of your practice:

   a. would you agree to serve as an internship provider? _____Yes _____No

   b. would you enter into a training agreement with the Association and Community College which described the experiences you would provide to the student? _____Yes _____No

   c. would you agree to pay the student in training a minimum wage during the practical experience? _____Yes _____No

d. would you be willing to serve on an advisory board which would oversee the implementation and operations of an AHT program?
_____Yes _____No

6. Given that the Association helps to establish an AHT program, what would you be willing to pay a graduate (respond to one timeframe)?

$_____ per hour
$_____ per week
$_____ per month
$_____ annual

7. Would you be willing to enroll individuals in your current employ to either support their training or upgrade their existing skills?
_____Yes _____No

Name of Individual Completing Survey

_____

Mailing Address

_____
Street or Mailing Address

_____
City State Zip

APPENDIX C

STATE OF NEVADA
BOARD OF VETERINARY MEDICAL EXAMINERS

1005 Terminal Way • Suite 246 • Reno, Nevada 89502

(702) 322-9422

AUGUST 2, 1992

TO: DR. GORRINDO

FROM: REENIE E. WHITNEY

SUBJECT: AHT ASSESSMENT QUESTIONNAIRE

EIGHTY-TWO COMPLETED QUESTIONNAIRES HAVE BEEN MAILED TO YOU UNDER SEPARATE COVER THIS DATE. RESPONDENTS HAVE TILL WEDNESDAY TO GET THESE IN, BUT HERE IS A BRIEF REVIEW OF RESULTS SO FAR:

YES, THERE IS A DEFINITE NEED FOR AHT'S IN NEVADA! EIGHTY TWO RESPONDENTS REPORT A TOTAL OF 55 LICENSED TECHNICIANS WORKING FOR THEM (ONE REPORTS HAVING 2 NON-LICENSED TECHNICIANS). SINCE WE ONLY HAVE 33 NEVADA LICENSED ANIMAL TECHNICIANS CURRENTLY, TWENTY-FOUR OF THESE MUST ALSO BE NON-LICENSED.

DOCTORS RESPONDING FELT THEY WILL BE NEEDING AN ADDITIONAL 186 ANIMAL TECHNICIANS IN THE NEXT FEW YEARS; MOST WILL BE NEEDED WITHIN 3 YEARS.

MOST THE DOCTORS RESPONDING FELT ALL SKILLS LISTED WERE IMPORTANT EXCEPT 7 - 9 - 26 - 28 & 29. (I NUMBERED THE "SKILLS" QUESTIONS FOR REFERENCE.) DOCTORS ADDED ETHICS AND PROFESSIONISM TO NECESSARY SKILLS REQUIRED.

PAGE 3, QUESTION 2: RESPONDENTS WERE SPLIT ON THE AHT TRAINING RATIO OF CLASSROOM AND INTERNSHIP WITH THE MAJORITY STATING EITHER 75% CLASSROOM TO 25% INTERNSHIP; OR 50/50.

PAGE 3, QUESTION 3 SHOULD BE ELIMINATED, OR CLARIFIED: RESPONDENTS WERE CONFUSED BETWEEN TOTAL CURRICULUM HOURS VERSUS INTERNSHIP, AND EVEN CONTINUING EDUCATION HOURS. THEREFORE, RESPONSES RANGED FROM 25 CREDITS TO 800 HOURS. WILD! MANY ANSWERED, "TWO YEARS OF COLLEGE OR BETWEEN 500 AND 800 HOURS" FOR A TRAINING PROGRAM.

WITH VERY LITTLE EXCEPTION THE PAY SCALE SUGGESTED FOR AHT GRADUATES WAS $6 - $8/HOUR. CONSIDERING THE BOARD'S CURRENT EDUCATIONAL REQUIREMENTS, THIS PAY APPEARS LOW TO ME: WE HAD SEVERAL RESPOND AT $5 AND $6/HR, AND THREE RESPOND IN THE $8 - $12/HR RANGE.

MOST RESPONDENTS AGREE TO BE INTERNSHIP PROVIDERS, AND ARE WILLING TO ENTER INTO A TRAINING AGREEMENT WITH THE COLLEGE. FIFTEEN ARE

EVEN WILLING TO SERVE ON AN ADVISORY BOARD, AND MOST RESPONDED THEY ARE WILLING TO ENROLL INDIVIDUALS, CURRENTLY IN THEIR EMPLOY, TO UPGRADE THEIR SKILLS.

OF THE DOCTORS RESPONDING TO ENTER INTO A "TRAINING AGREEMENT" FOR THE PROPOSED AHT PROGRAM, MOST ARE WILLING TO PAY: SEVEN STATE THEY WILL NOT PAY.

I HOPE THIS BRIEF REVIEW IS OF SOME ASSISTANCE.

CC: H. T. TRIMMER, PRESIDENT
THE BOARD

Nevada State Board of Education

Yvonne Shaw, President
Sparks

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